US Army Corps
of Engineers

Facilities Engineering Acquisition Career Field http://acc.dau.mil

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Army FCR-R

Career Field Definition (Approved by OUSD (A,T&L))

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The Facilities Engineering Career Field encompasses a variety of professional individuals with diverse skills focused on the design, construction, and life-cycle maintenance of military installations, facilities, civil works projects, airfields, roadways, and ocean facilities. It involves all facets of life cycle management from planning through disposal, including design, construction, environmental protection, base operations and support, housing, real estate, and real property maintenance. Additional duties include advising or assisting Commanders, and acting as or advising program managers and other officials as necessary in executing all aspects of their responsibilities for facility management and the mitigation/elimination of environmental impact in direct support of the Defense

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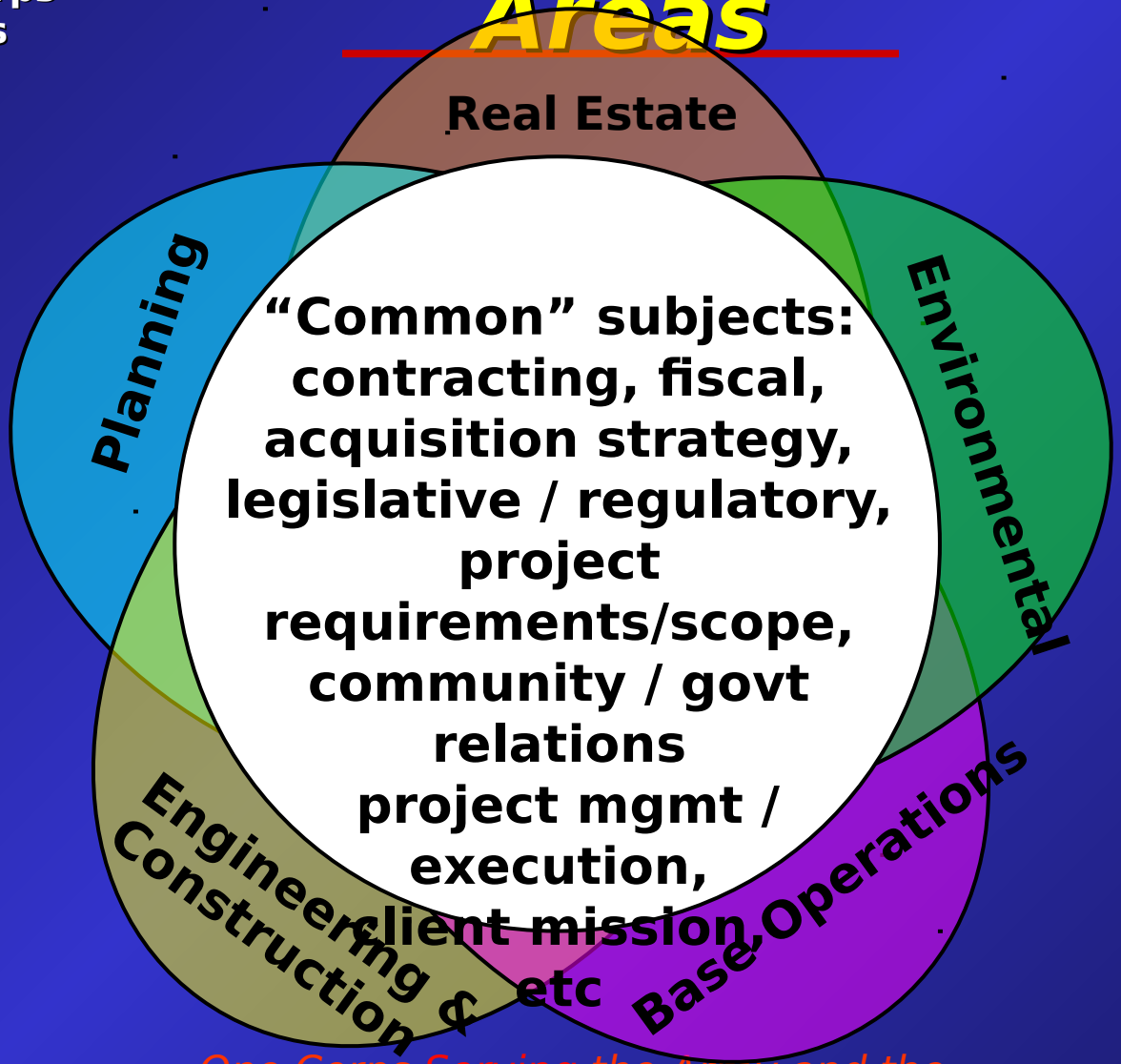
FECF Knowledge Areas


Real Estate
Planning
Environmental
Engineering & Construction
Base Operations
"Common" subjects: contracting, fiscal, acquisition strategy, legislative / regulatory, project requirements/scope, community / govt relations project mgmt / execution, client mission etc

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ACQUISITION CAREER FIELDS

- Acquisition Logistics
- Auditing
- Business, Cost Estimating, and Financial Management
- Contracting
- ***Facilities Engineering***
- Industrial/Contract Property Management
- Information Technology
- Production, Quality and Manufacturing
- Program Management
- Purchasing and Procurement Technician
- Systems Planning, Research, Development and Eng – Science & Technology Mgr
- SPRDE- Systems Eng
- Test & Evaluation

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PCD & Career Paths

- **Degree Not Required for Certification at Any Level**
- **Training**
  *** Level I - ACQ 101 (FE Module FY 03)**
  *** Level II - FE 201 (FY 04; Web based)**
  *** Level III - FE 301 (FY 05; Web & Classroom)**
  *** Continuous Learning – 40 hours per year**
- **Experience Requirements for Each Level**
- **Certification Periods (3 Years for New Career Field Then 18 Months)**

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Acquisition Corps

- Membership Required for Critical Acquisition Position (CAP) Selection
- CAP - Any Acquisition Position at the GS-14 (or 0-5) and Above Grade
- Requirements
  * Bachelors Degree or ACPB Certification
  * At Least 12 Sem Cr Hrs in Special Ed Disc
  * 4 Years Acquisition Experience
  * 3 Year Commitment
  * Sign Mobility Statement
  * 10 Yrs Acq Exp by 1 Oct 91 Meets Ed Reqmt

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Military Officers

- Current DACM Guidance Says No Military Officer Assimilation At This Time
- Acquisition Corps Requirements Challenging to Achieve for Officers not Acquisition “Tracked”
- Concern over size of the Military Acquisition Corps

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Formal Position Designation Process

- DCPDS (ACPERS) Database Used . Work With DACM On Position Sorts (Series)
- Organization's Elements Review Positions
- Positions are Coded as Acquisition or Marked for Deletion
- DA Assimilates Positions Into Acquisition Workforce

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Assimilation Approach

- DA guidance 8 Aug approved phased process

- Positions include CP-18 workforce plus RE and PMs; no WG positions
- Large “inclusive” feeder group at the lower levels 1 & 2 (GS 12 and below)
  * No college degree mandate
  * No classroom training required
  * Maintain competitiveness
- Likely smaller “exclusive” group at level 3
- USACE was ready to launch; IMA next year…
  UNTIL !!!!

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Acquisition Workforce Freeze

- Concerns and rumblings at OSD over large numbers to be added
- Issues surrounding Base OPS, technicians and civil works positions
- Defense Authorization Act FY 2004, Sec 907 freezes size of acquisition workforce at a previous baseline figure
- Assimilation stopped until sorted out at top
- May require restructured approach